



ARMY

Directorate of Manning (Army)

Colonel Jim Bowden Late RE

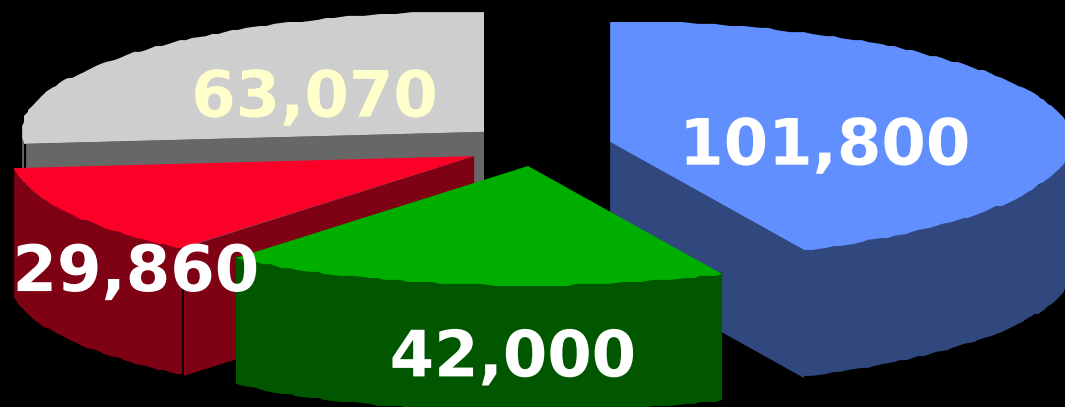
Colonel Manning (Army)

Scope

- ❑ Background
- ❑ The Current Position
- ❑ The British Army Soldier Engagement
- ❑ The Issues
- ❑ Manpower Planning
- ❑ Policy Development
- ❑ What we are Doing
- ❑ What does Uncle Sam Do?



Size of the British Army



Regular

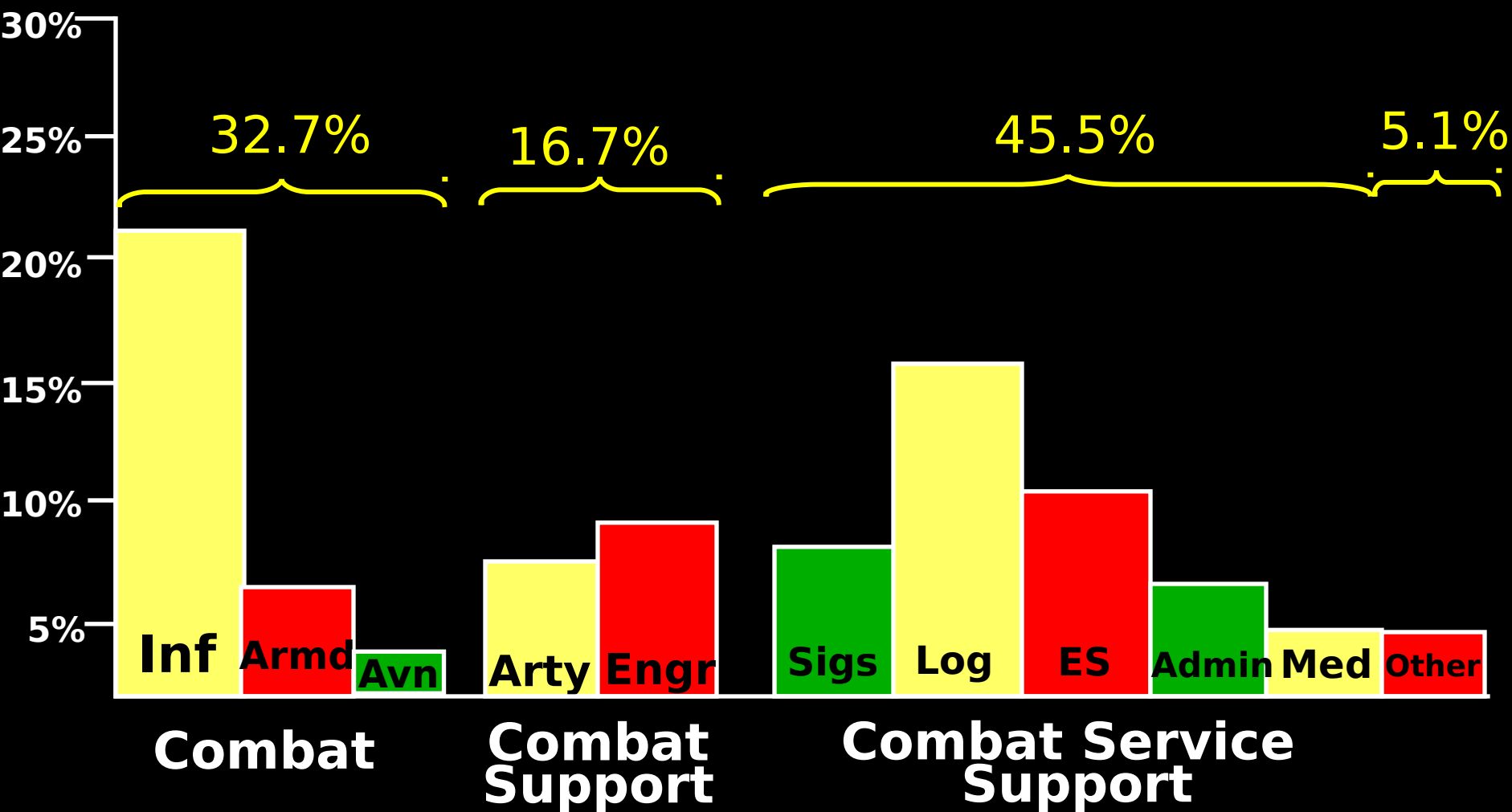
Territorial

Regular Reserve
(under 3 years since service)

Regular Reserve
(over 3 years since service)



Percentage by Arm / Service



Army Chain of Command



Chief of the General Staff



Assistant Chief of the General Staff



**Commander in Chief
LAND**



**General Officer
Commanding
Northern Ireland**



**Adjutant
General**

DEPLOYABLE ELEMENTS

COMMANDER FIELD ARMY

**1 (UK) Armd Div
3 (UK) Div
Theatre Troops**

**JOINT HELICOPTER
COMMAND**

NON-DEPLOYABLE ELEMENTS

COMMANDER REGIONAL FORCES

**2 Div
4 Div
5 Div
London District
UKSC(G)
Overseas Detachment**

**LAND WARFARE
CENTRE**

39 Bde

POLICY DIRECTORATES

- Service Conditions
- Manning
- Doctrine and Policy

**Army Training and
Recruiting Division**

AGENCIES

- Career Management
- Service Children's Education
- Army Health

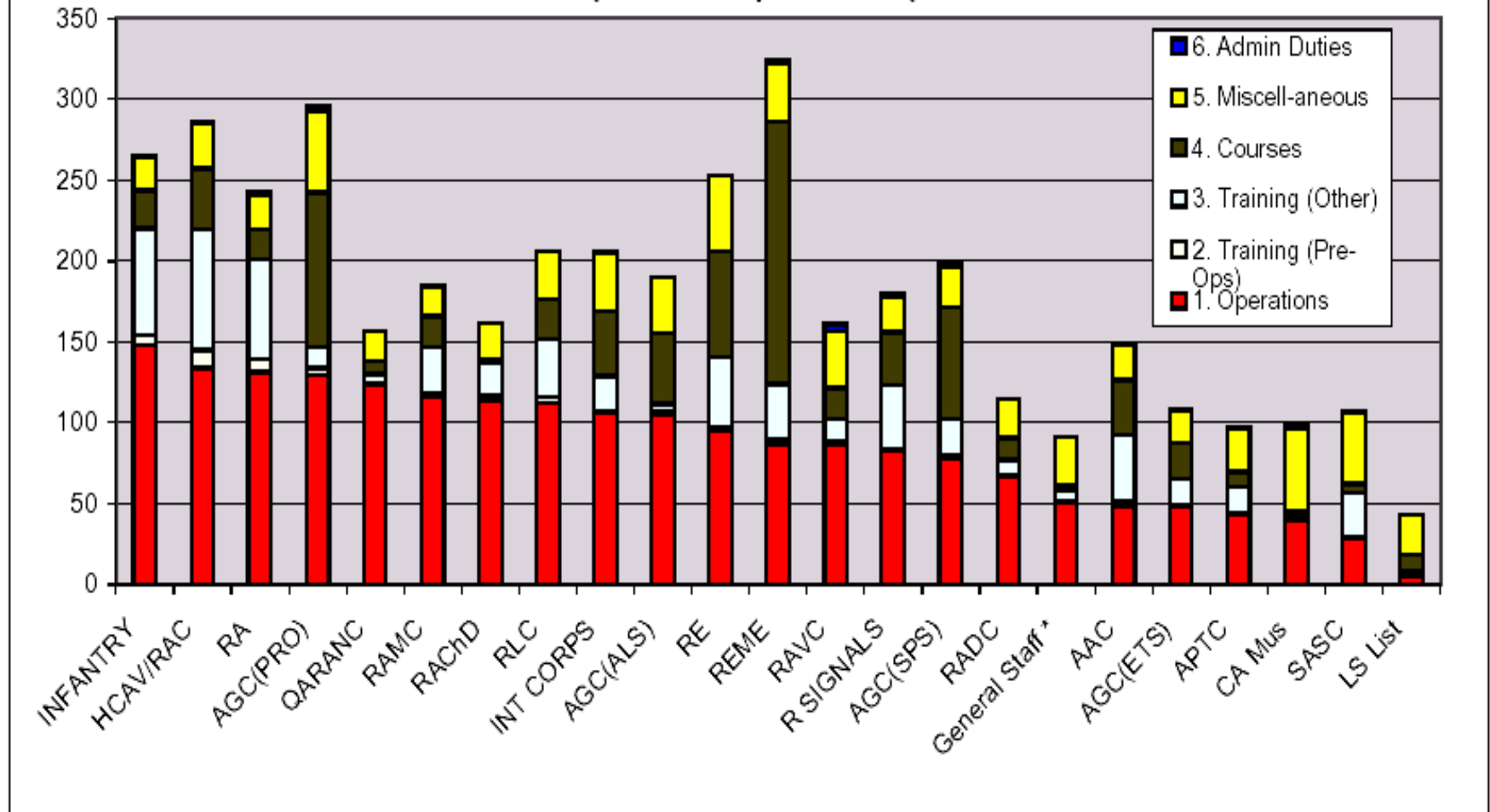
Operational Commitments



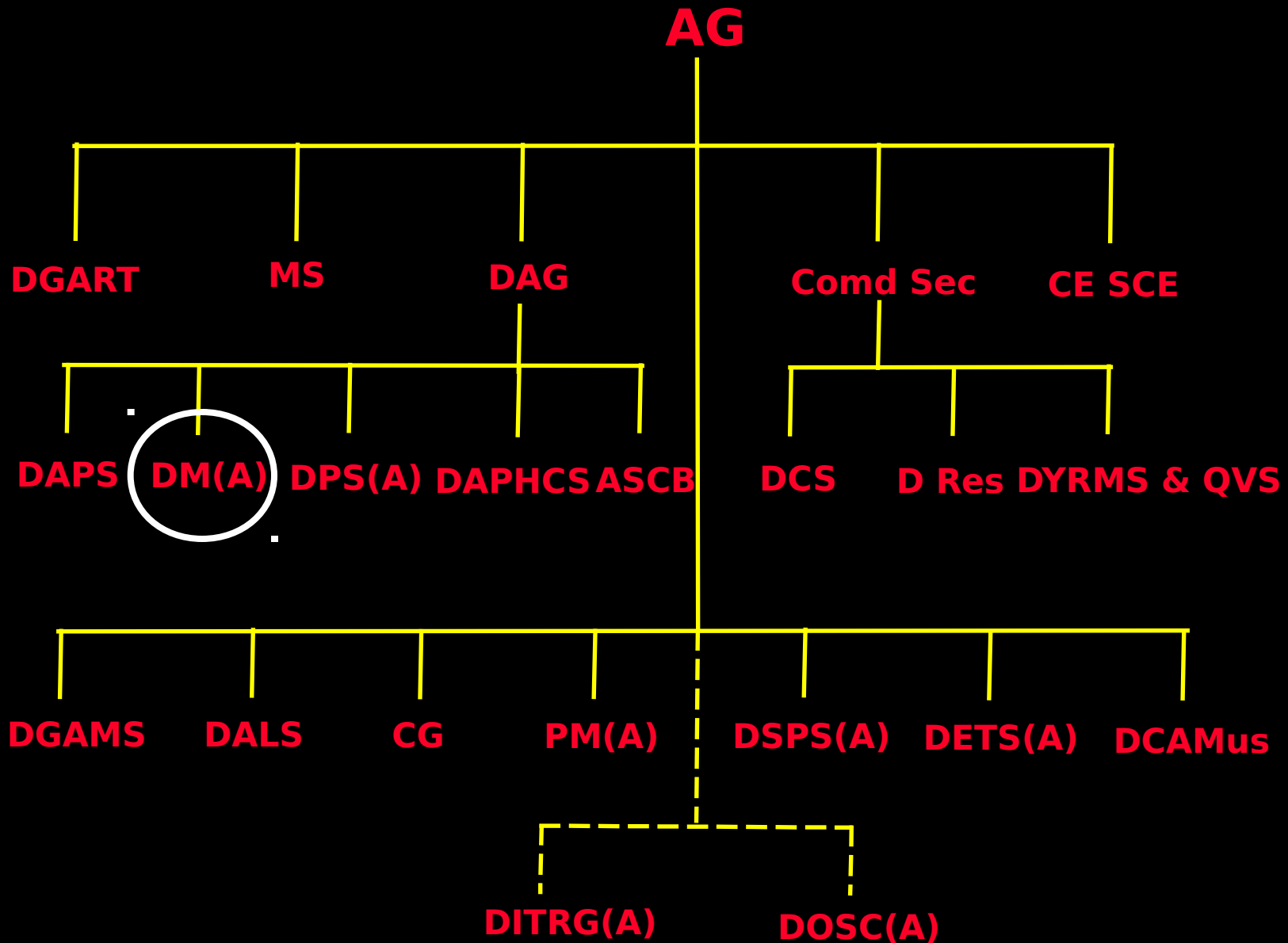
Separated Service

Army Separated Service over 30 months.

Average Number of Days Spent on Sep Svc by Reason & Arm/Service
sorted by number of operational days



Adjutant General's Command



Adjutant General's Mission

To lead the development of the **moral component** of fighting power by delivering policies, plans and services that ensure a sufficient number of well motivated and capable individuals now and in the future, and

To be prepared to act from iHQ IOC as the inspector of standards across the Army and to deliver the appropriate **regulatory and assurance** functions

In order to enhance and sustain the **operational effectiveness** of the Army

Adjutant General's Strategy

Lines of Action

MANNING

**RECRUITING
&
INDIVIDUAL
TRAINING**

**CAREER
DEVELOPMENT**

HEALTH

**SERVICE
CONDITIONS**



Measures

ENDS

The outcomes required to achieve the mission

Sufficient Personnel - Manning Balance

Provide sufficient, manpower to meet the manning needs of the Army

Sufficient Personnel - Structural Balance

Provide appropriate manpower to meet the structural needs of the Army

WAYS

What needs to be done to better deliver the required outcomes

Recruiting

Ensure appropriate policy to achieve the required inflow

Retention

Develop the policies and plans necessary to achieve appropriate level of retention

FUTURE DEVELOPMENT

Manpower Planning and Accounting

Improve the system for getting the right numbers of mil manpower into the right place at the right time

Directorate of Manning(Army) Structure



Director

Manning

Employment

Health

**Manning
Plans**

Officers

Reserves

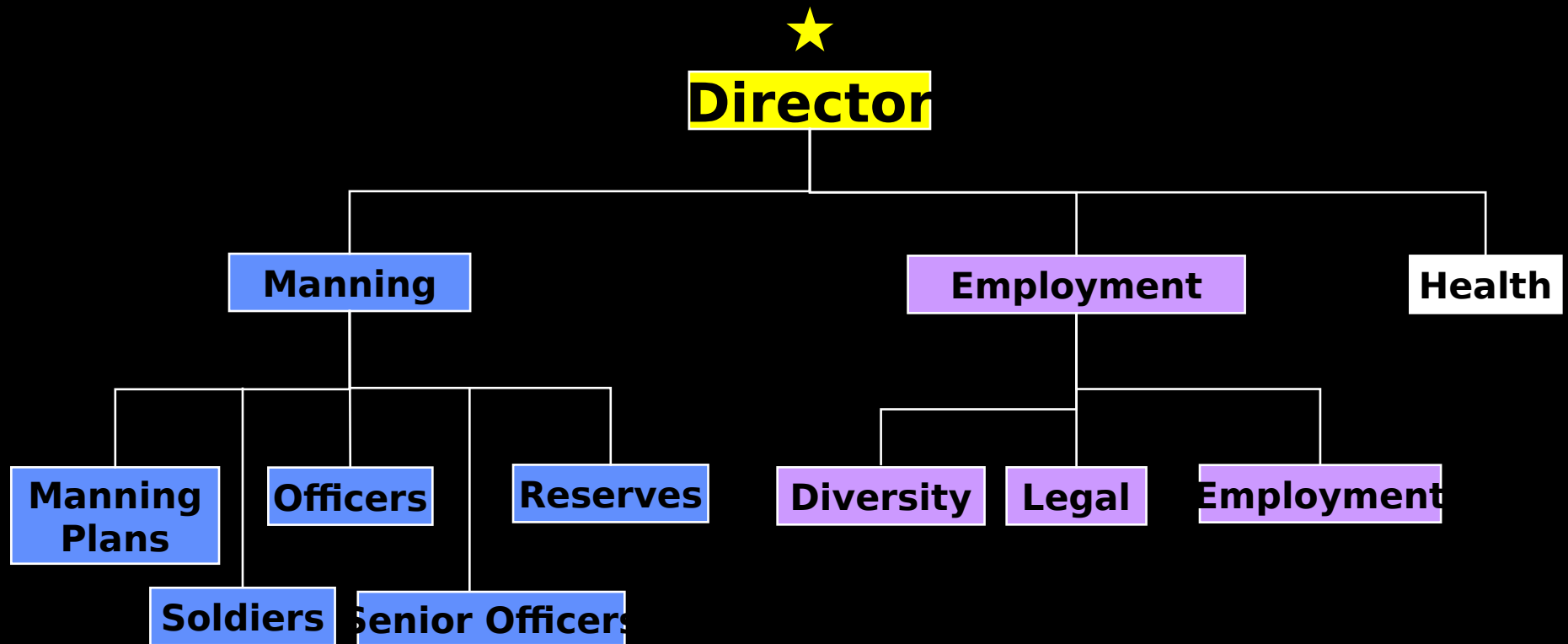
Soldiers

Senior Officers

Diversity

Legal

Employment



Director of Manning(Army)'s Mission

To produce manning, employment and health
policy and plans in order to enhance and
sustain the operational effectiveness of the
Army

Director of Manning(Army)'s Mission

To produce **manning**, employment and health
policy and **plans** in order to enhance and
sustain the **operational effectiveness** of the
Army

The Current Position

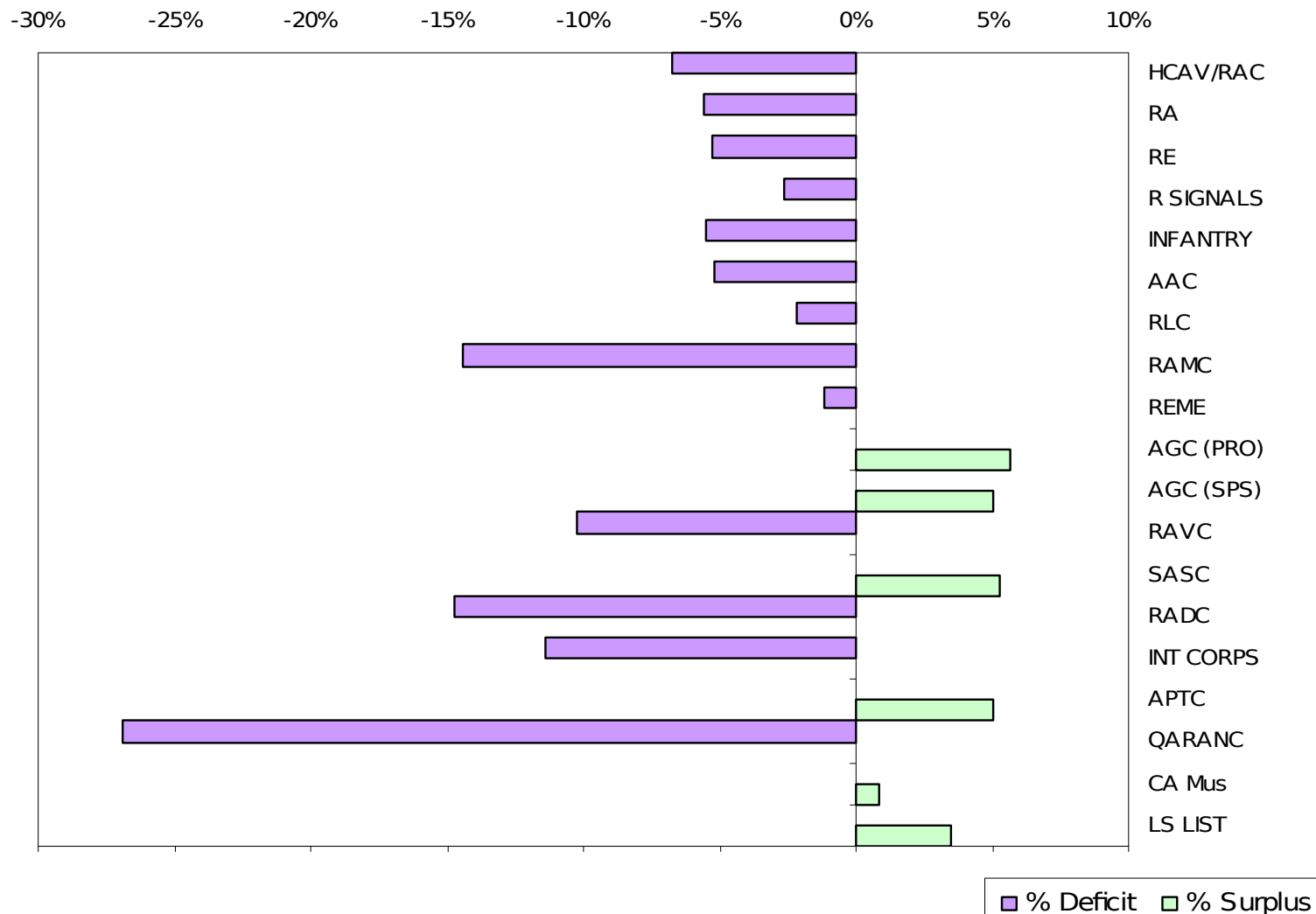
- Whole Army Liability = 101,800
- Current Strength = 99,336
- Shortfall = -2,464 (2%)

Inflow / Outflow

- ❑ Outflow holding steady across the Army
- ❑ But Inflow fallen 10%. Therefore:
 - Minus 5-6% = RA, RE, Inf, AAC,
 - Minus 7% = RAC
 - Minus 11%+ = Int, Medics, Nurses (-27%)
- ❑ Therefore the pressure is on **Retention**

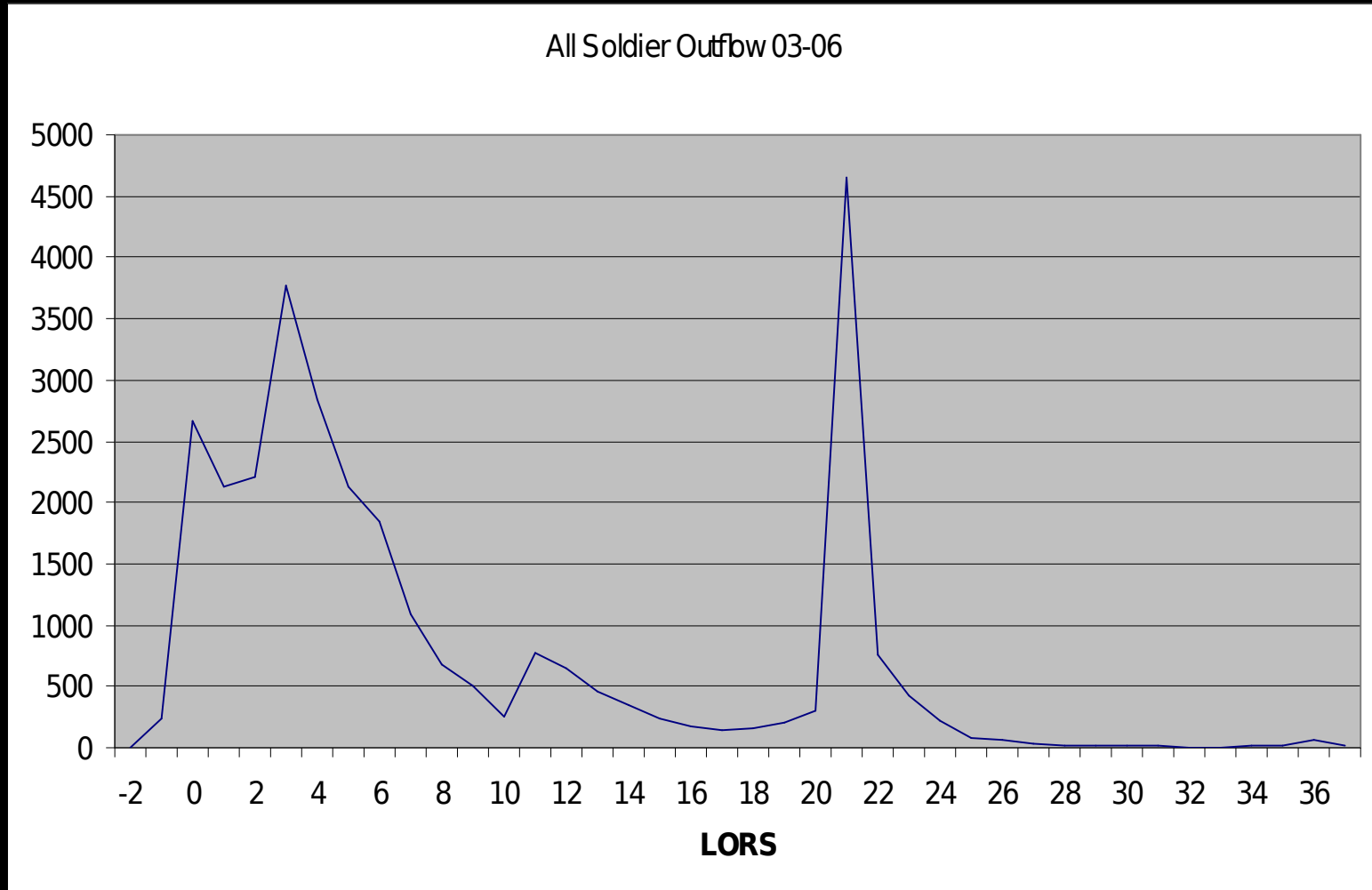
The Whole Army Picture

(Strengths by Capbadge)



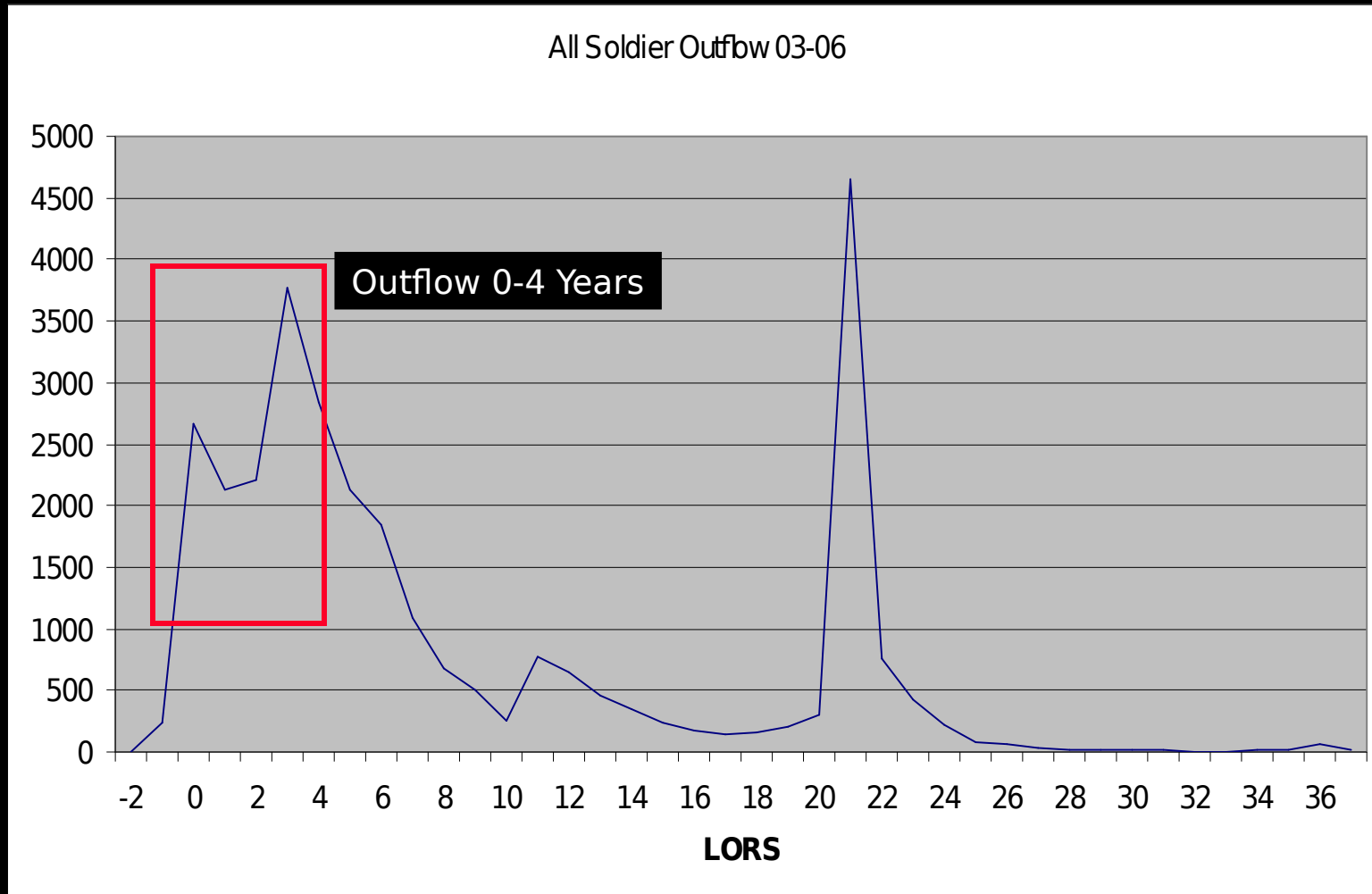
The Whole Army Picture

(Outflow Peaks)



The Whole Army Picture

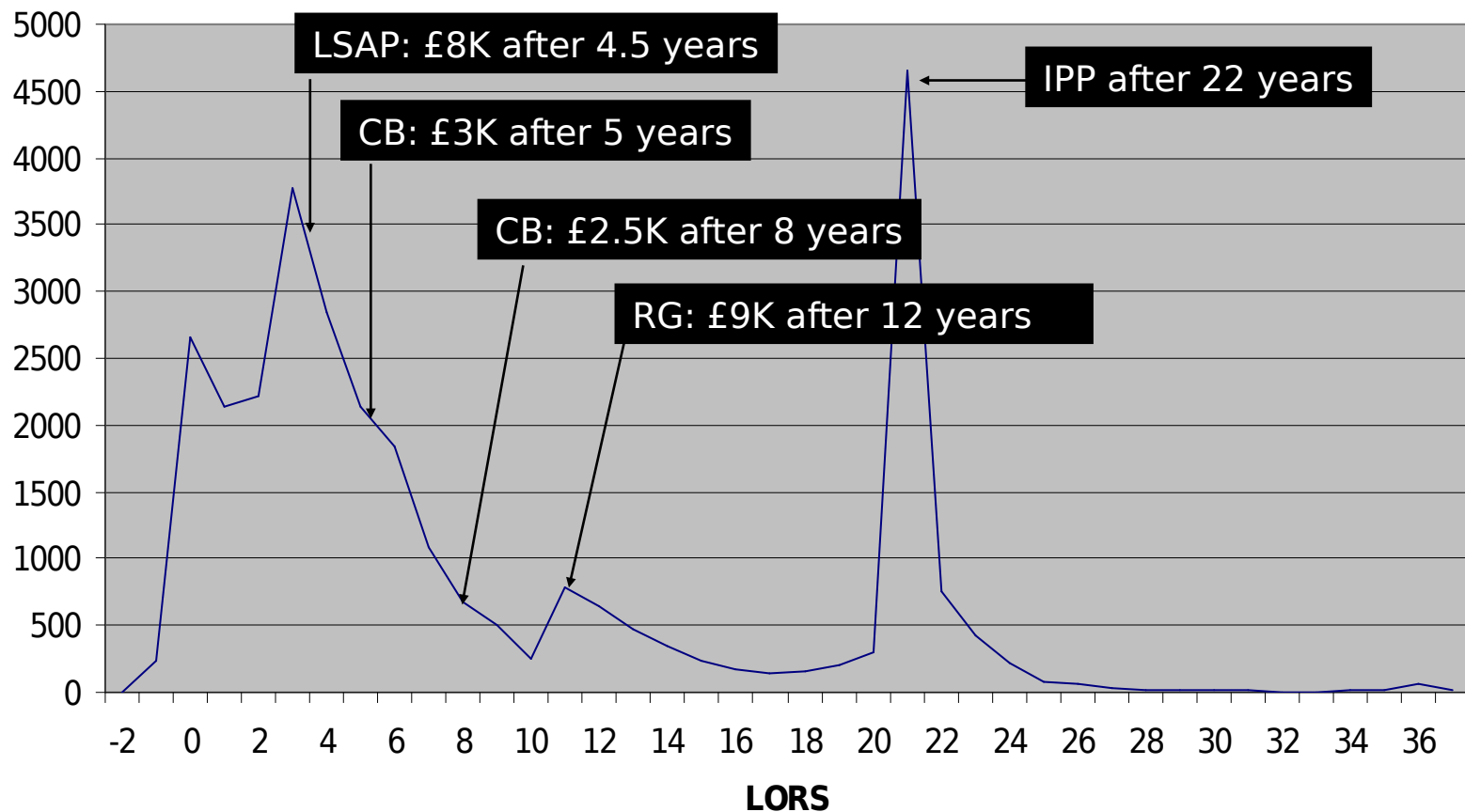
(The Problem Area)



The Whole Army Picture

(Financial Incentives)

All Soldier Outflow 03-06



Manpower Planning

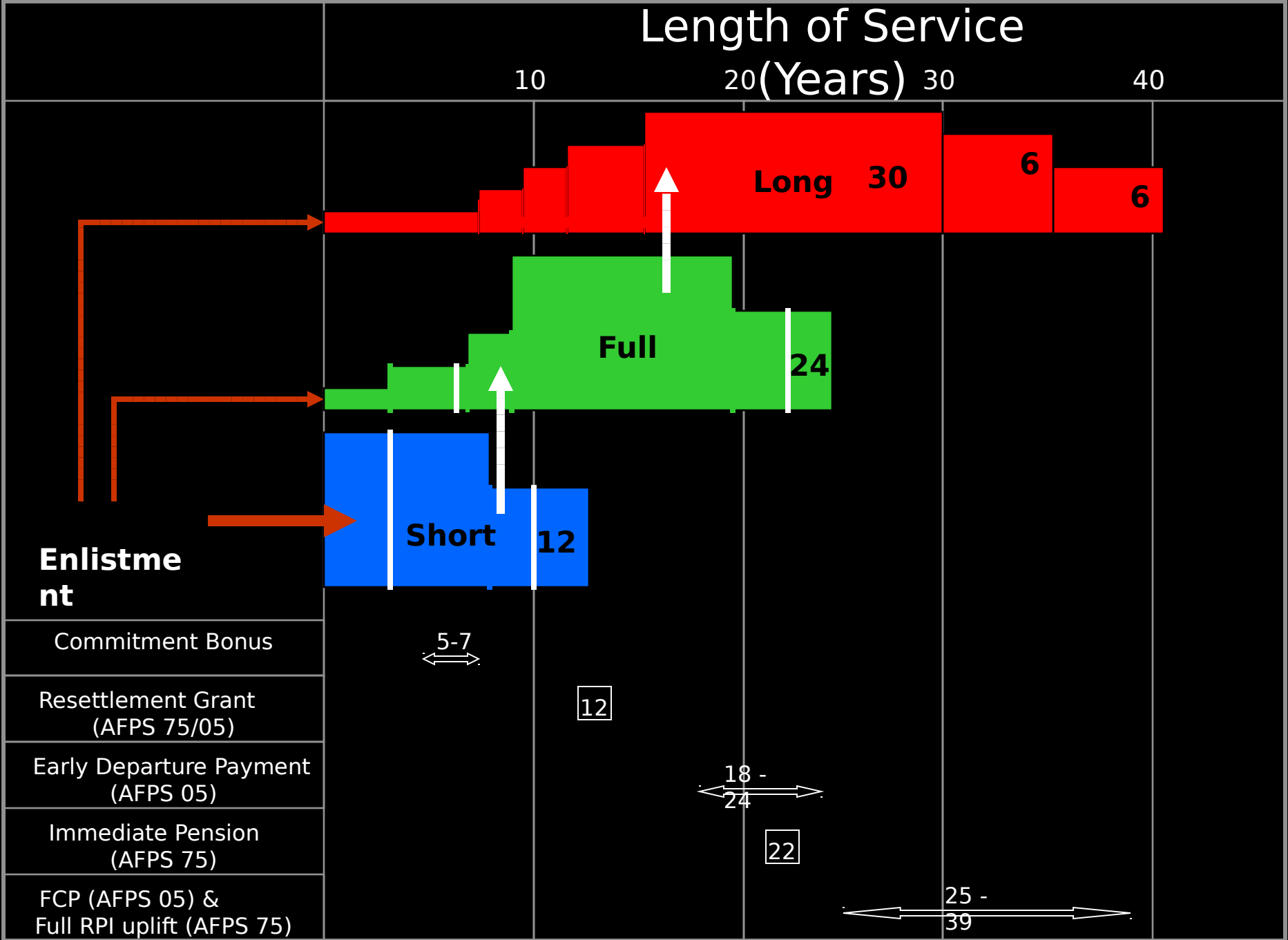
- ❑ Inflow Bias
- ❑ CoC Responsible for Retention
- ❑ AG's Manning Plan

Soldier Engagement (OPENG)

- ❑ Commenced 1991
- ❑ Minimum Engagement 4 Years
- ❑ Maximum Service to 22 Years
- ❑ 12 Months Notice
- ❑ Longer Service
- ❑ Commission

Future Soldier Engagement (VEng)

- ❑ Why Change Again?
 - Longer Service
 - Better Manning Control
 - More flexible Inflow / Outflow
- ❑ 3 Stage Career
 - Short: 1-12 years
 - Full: 12-24 years
 - Long: 24 years and beyond
- ❑ Conversion



The Issues for the Army

- ❑ Buoyant Employment Market
- ❑ Operational Tempo
- ❑ Unpopular Wars
- ❑ Operational Pinch Points (OPP)
- ❑ The Package
- ❑ Balance of Investment
- ❑ The Military Covenant

The Issues for the Soldier

- ❑ Operational Tempo
- ❑ Work / Life Balance
- ❑ Empowerment
- ❑ Children's Education
- ❑ Pay
- ❑ Administration/Man Management
- ❑ Got the T-Shirt

Policy Development

- ❑ Service Personnel Plan
 - Tri-Service Strategic Guidance
- ❑ Personnel Development Agenda
 - Army Strategic Level Guidance
 - Emerging Retention Strategy
- ❑ Rolling Retention Research Programme
 - Army Operational Level Planning

What Are We Doing?

- ❑ BRINKER
- ❑ FRIs
- ❑ Transfer Bonuses
- ❑ Rejoin Bounty
- ❑ 'Doing Alright'
- ❑ Removing TACOS Irritants
- ❑ Longer Service
- ❑ R₃P

DOING ALRIGHT

ARMY LIFE:
WHAT EVERY
SOLDIER NEEDS
TO KNOW

STAYING FIT
AND HEALTHY
It's still in the Army...
civilian's health policy

EARN & LEARN
Making the most of free
training and education

MORE IN YOUR WALLET

Now Army recruits can save
up to around £30,000 a year

"Doing Alright"

MORE IN YOUR WALLET

You're on to a good thing when you're in the Army – have a look at how much better off you really are



EARNING IT

Money-wise, you're on to a good deal as a soldier. Once a month you get paid straight into the bank and you know you can count on it coming in because the Army isn't going to go bust. But there's more – you get six weeks' paid leave a year, and your pension is non-contributory (which means you don't have to put anything into it). The amount of money paid into your pension pot by the Army is linked to your rank and it rises with each promotion.

SAVING IT

What you earn in pay and benefits is only half the story. Soldiers can hold onto a lot more of their cash than civilians because the Army picks up the tab for a lot of their outgoings (see the next page for more details). If you're living in Service accommodation, you don't have to spend a fortune on rent and the cost of your meals is heavily subsidised. The Army also pays your bus and rail fares when you travel home. As you can see from the graphic above, you're much better off in the Army. (NB. The figures quoted above are only a guide. For the most up-to-date info, go to www.armynet.mod.uk)



SOLDIERS BEEN THINKING ABOUT YOUR FUTURE?

*Think carefully
about all your
options – whatever
you decide to do,
it's best to do it with
your eyes open*

Being a soldier is more than just a job – if you're looking to build a rewarding career then you're in the right place. With regular chances for promotion and the challenge of extra responsibility, the Army can help you really fulfil your potential.

But deciding what to do with your life isn't easy, and you might not have decided whether your future is in the Army or back in civilian life. Before you go any further, think carefully about all your options and take a few moments to weigh up what you've got going for you as a soldier.

This booklet has been produced to give you a better idea of what the Army can offer you, now and in the future. Give it a read, and talk to your family or your boss if you need advice. Whatever you decide to do, it's best to do it with your eyes open.

WHAT HAVE YOU GOT TO LOSE?

- 1** THE CHALLENGES. You can push yourself to achieve amazing things in the Army. How many civilians have that chance?
- 2** THE LIFESTYLE. Just by doing your job every day you are leading an active, outdoor life – with your best mates
- 3** JOB SECURITY. Not to mention the laughs, the sport, the travel and adventure, the pension...

LEARN WHILE YOU EARN

You can pick up valuable skills and qualifications for free in the Army. Are you making the most of it?

There are hundreds of different courses you can take in the Army – many leading to qualifications recognised in Civvy Street. All soldiers have the chance to learn skills that will be useful in their Army careers and beyond.

You could pick up an LGV licence or a foreign language, or qualify as an adventurous training instructor. Soldiers with a trade get the same qualifications they would in civilian life, so when they leave they'll have a head start in the job market. And you don't need to be a technical specialist – combat soldiers can take courses in driving, communications and engineering. CLM (command, leadership and management) training is NVQ accredited.

Soldiers don't have to dig deep when they want to learn new skills. If the course you want to do is related to your job, the Army will pick up the tab.

There are also grants you can get for educational or vocational courses, like languages or computing. Standard Learning Credits (SLCs) are available to all soldiers and can provide you with up to £175 a year. Enhanced Learning Credits (ELCs) are available to soldiers with over four years' service and provide from £1000 to £2000 a year.

WEB For more information about SLCs and ELCs, go to www.mod.uk/servingsoldier and follow the links.

GRAB YOUR CHANCE

The Army can train you to do the things you love. Adventurous training qualifications on offer include Mountain Leader, Military Ski Instructor and Diving Instructor. As a civilian, getting qualified in any of those areas would easily cost you more than £400 – and that doesn't include travel or living costs. In fact, for a complete diving instructor course package overseas you could be looking at £1500. That's quite steep when you consider that, in the Army, it's heavily subsidised.



£700+ Cost of civilian driving course for LGV licence



£400+ Cost of one-year language course in Civvy Street



£600+ Cost of City & Guilds bricklaying course

IT'S A FAMILY AFFAIR

The Army looks after its soldiers – and their families – 24 hours a day. It's like being a member of a very exclusive club

When you joined the Army, you left one family at home but you soon gained another one: your regiment or corps. Your Army mates will be friends for life, because you have to work, train and live with them in all conditions. It's hard to think of another job where you could make such close friendships with people.

But your mates aren't the only support network you have as a soldier. The Army is there to look after you and your family in lots of ways, like providing accommodation for married soldiers at subsidised rents. And who is going to take care of your family when you're overseas? From making sure your wife and kids are OK to delivering mail to you in the heat of the desert, the Army is there for you 24 hours a day, seven days a week.

Even if you haven't got your own family yet, it's still

The Army is there for you and your family in more ways than you've probably thought of

good to know that, when you do, the Army will look after them when you're not around. This support doesn't finish the moment you stop being a soldier. Your regimental association will keep you and your family in contact with your regiment or corps through social events. Regimental associations are dedicated to charitable work, which includes giving support to

"The Army looks after my family really well. We've got a new house near my base and there's plenty of room for us all"

Cpl Graham Thomas, The Royal Welsh



IS THIS THE WAY TO ARMADILLO?

Could civvies really have done such a good job of sending up Peter Kay?



It's hard to imagine anyone outside the Army doing such a good spoof of the *Amarillo* video. Hats off to WO2 Roger Parr and the lads from the RDG for crashing the MOD's computer system as everyone tried to get online to have a look. When it comes to having a laugh with your mates even when the going gets tough, Army soldiers show once again that they're in a league of their own. See the video at www.xxxxxx.xxx.xxx.

bereaved families. And because they are run by the Army, you know yours is always going to be around.

You just can't get all of these benefits anywhere else – and best of all, membership of this club is free.

WEB For more information about Army welfare, visit www.armynet.mod.uk

What Are We Thinking About?

- ❑ Target setting
- ❑ Variable Minimum Commitment
- ❑ Development of the Skills Framework
- ❑ Better Delivery of the 'Package' to suit the Individual

What does Uncle Sam do?

- ❑ What are the issues that affect your soldiers?
- ❑ What are the most successful US initiatives that retain your soldiers?
- ❑ What are the most successful US initiatives that retain families?
- ❑ What tools do you have to improve retention?

What does Uncle Sam do?

- ❑ What other tools would you wish to have?
- ❑ How do you assess suitability on enlistment?
- ❑ What are the key reasons for soldiers leaving?



ARMY

Questions?

MORE IN YOUR WALLET

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GREAT VALUE FOR MONEY

It's not all about pay – the Army helps soldiers cover their everyday costs to the tune of around £10,000 a year

SCHOOL FEES

Ask about the Continuity of Education Allowance



STAYING IN SHAPE

An active, outdoor lifestyle is all part of the package

ACTIVE LIFESTYLE

Soldiers enjoy an active, outdoor lifestyle that would take serious hard work to keep up in civilian life – and you get to train with your best mates. Adventurous training trips are paid for and the Army's many facilities are free to use. The Army provides free advice on personal training as well as specialist training staff to help rehabilitate you from injuries.



FREE FACILITIES

Superb gyms and sports centres on your doorstep

FREE CASH!

You can top up your Army salary for free – all you have to do is still be around after five years of service to qualify for a loyalty bonus of up to £5500. INFO: Find out more at www.armynet.mod.uk



FREE HEALTHCARE

First-class medical and dental care is all paid for

GYMS AND SPORTS CENTRES

In the Army, fitness is a way of life and soldiers don't have to pay to stay in good shape. Gyms and sports facilities don't charge any fancy membership fees (these can be as much as £40 a month in civilian life) or have any long waiting lists to join them.

GETTING ON THE PROPERTY LADDER

A Long Service Advance of Pay (LSAP) from the Army can provide you with an interest-free home purchase loan of up to £8500 after just four years' service. And thanks to 'key worker' status being extended to the Armed Forces, soldiers can now buy a shared ownership property, paying as little as 25 per cent of the price and a reduced rent.

HOME-BUYING

The Army can give you an interest-free loan



MEDICAL AND DENTAL CARE

NHS prescriptions cost £6.50 in civilian life but they're free for soldiers. Dental check-ups are around £20 in Civvy Street; these are also free in the Army. Medical facilities are widespread and soldiers never have any problems finding a doctor or dentist.

HELP WITH SCHOOL FEES

You can put your children through independent school with help from the Army in the form of a Continuity of Education Allowance (CEA). This is worth up to £11,085 a year for junior school and up to £14,616 a year for senior school. The CEA is a perk you just won't find in civilian life.

TIME FOR A NEW DIRECTION?

If you're looking for a change of job, then moving cap-badge will allow you to use the skills you have trained hard for

VEHICLE MECHANIC

CHEF

MILITARY POLICE

**OPERATOR
MILITARY
INTELLIGENCE**

**AMMUNITION
TECHNICIAN**

**COMBAT
MEDICAL
TECHNICIAN**

CAREER BREAKS

The Army has launched a scheme that allows you to put your career on hold and return to it a couple of years later at the same point you left. This might be ideal for those who want to do something important in their lives – such as Cpl Deeley of the Royal Green Jackets, who is taking a year out to travel around the world before he gets married.

Your pension is frozen while you are out of the Army but you can rejoin on the same pay scale.

[WEB] For more details about career breaks, see www.armynet.mod.uk

With over 100 different jobs available, the British Army has a career to suit everyone. The same is true for serving soldiers – if you think you have particular skills that could be put to good use in a different job from the one you're doing now, then you can apply to transfer to another cap-badge. If you're looking for a change, you still have a lot to offer the Army as a skilled and experienced soldier.

Remember that if you do transfer to another regiment or corps, you will only have to carry out the trade training necessary to do your new job. You will not have to go through basic training again. Another bonus is that you will be fully paid while you retrain – this isn't always the case with employers in Civvy Street.

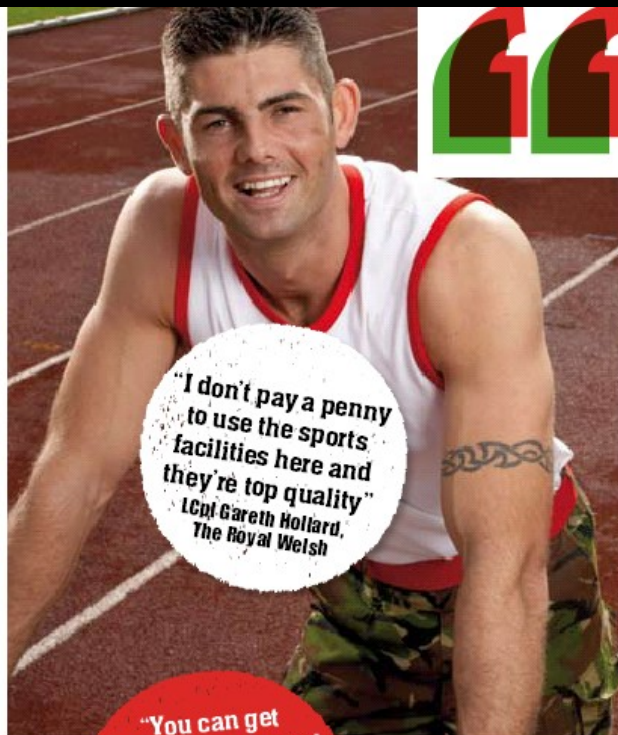
HOW TO APPLY FOR A TRANSFER

- 1 Fill out an AF B241 form, indicating three choices for transfer.
- 2 Pass it to your RCMO or RAO.
- 3 You will then be interviewed by a unit representative.
- 4 The form goes to APC Glasgow.
- 5 If accepted by any of your three choices, you will be told and will receive details about where you are going to start training in your new unit.
- 6 If not accepted by any of your choices, you will remain where you are. You can submit a new application with different choices.

[WEB] See www.armynet.mod.uk for more details, or call Soldier Branch at APC Glasgow on 04561 3050 or SA Soldiers DM(A) on 04344 5270.



"We did skiing training for seven days a week and the Army paid for it all"
Gnr Simon Garraghan,
Royal Horse Artillery



"I don't pay a penny to use the sports facilities here and they're top quality"
LCpl Gareth Hollard,
The Royal Welsh



"I left school with just GCSEs but the Army will pay for my four-month foundation course"
Pte Lucy Mulcahy,
RAMC

"You can get money to study and learn new skills... I don't think anyone else can beat that"
Pte Rekgethi Noge,
The Royal Welsh



WE'RE DOING ALRIGHT

A rewarding Army career is all about making the most of the chances you get. It has worked for these soldiers

Pte Rekgethi Noge, 27
The Royal Welsh

"You can get a 22-year contract with money to study and a chance to learn new skills. I don't think there is anyone else who can beat that. I'm from South Africa and the Army kept me informed about the new rule which allows me to transfer back home, but I'm happy where I am."

Pte Lucy Mulcahy, 19
Royal Army Medical Corps

"I thought about being a civilian nurse, but as a Combat Medical Technician I get to do more real first aid in crisis situations. I left school with just GCSEs but the Army will pay for a four-month foundation course to help me become an Operating Department Practitioner."

LCpl Gareth Hollard, 31
The Royal Welsh

"I train for three or four hours a day and get paid for it. Fitness is what I'm about. I don't pay a penny to use the sports facilities here and they're top quality. I play squash for free – the local courts charge £12 an hour! And you can always get a game of football with keen, fit team-mates."

Gnr Simon Garraghan, 20
Royal Horse Artillery

"If the Army spots a talent, it will push you to pursue it and back you up as well. After I was on the regimental biathlon team I went to Norway to learn how to ski, which was brilliant. We trained on Army time and the Army paid for it all."



SECOND TIME AROUND

Cpl Carl Donald (KRH) left the Army after three years but has since re-joined... and is enjoying it more than ever

"I joined the Army in 1999. I was young and didn't know what a normal job was like, so after three years I thought I'd see what was out there."

"I found that you have to work a lot harder for your money in Clwyd Street. I got a job as a labourer. It was repetitive, boring work, I wasn't learning anything and the cost of living was much higher."

"Once I'd decided to join up again, it took me a year to get back in. You don't know how good you've got it in the Army until you leave."